

MEMORANDUM FOR: Deputy Director of Central Intelligence
FROM : Harry E. Fitzwater
Director of Personnel
SUBJECT : Interim Report on CIA Senior Executive Service (SES)

1. The Task Force established to develop a proposal for a Senior Executive Service for the Agency has carefully reviewed all available data on the Senior Executive Service. A preliminary architecture for an Agency system, which closely parallels that established by the Civil Service Reform Act, has been developed. The Agency system, which the Task Force proposes logically to call the CIA Senior Intelligence Service (SIS), will as presently envisioned have the principal features as outlined in Attachment A.

2. The Task Force has, tentatively, identified seven elements or subsystems of the Agency SIS. These elements are listed in Attachment B, and will be addressed in greater detail in my next report.

3. The following elements have not yet been determined:

Harry E. Fitzwater

Attachments
As Stated